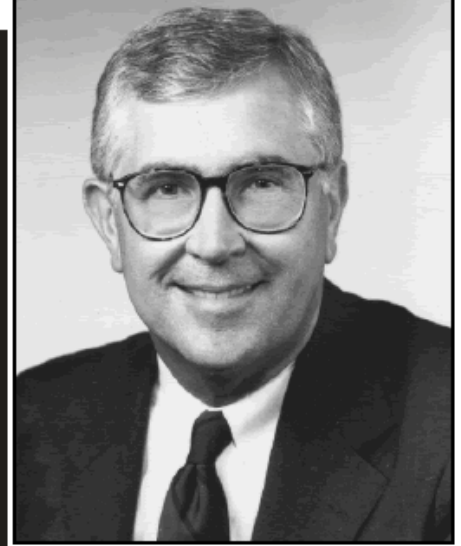


Biography of
J. Michael Earley
Civilian Aide to the Secretary of the Army
Iowa



BUSINESS/PROFESSIONAL MEMBERSHIPS:

President and Chief Executive Officer, Bankers Trust Company, Des Moines, Iowa; Independent Board Member, ING Funds.

EDUCATION: University of Iowa, Iowa City, Iowa - Business Administration; University of Iowa College of Law, Iowa City, Iowa - Juris Doctorate.

U.S. GOVERNMENT SERVICE: United States Army.

MEMBERSHIPS AND OTHER AFFILIATIONS:

CIVIC/PHILANTHROPIC: Director, Anawim Housing; Trustee, Iowa College Foundation; Member, Drake University Board of Governors; Member, University of Northern Iowa Board of Trustees; Trustee, Dowling/St. Joseph Foundation; Chair, Finance Committee, Sacred Heart Church; Director, Mercy Medical Center; Director, Ft. Des Moines Memorial Park and Education Center; Director, Wellmark, Inc.

DATE AND PLACE OF BIRTH: May 2, 1945, Cedar Rapids, Iowa.

ORIGINAL APPOINTMENT: September 1, 1998

